

## Certified Personnel Evaluation Systems Educator Advisory Panel

### Meeting Information

**Date:** Aug. 13, 2018

**Location:** Natrona County School District #1 in Casper

**Time:** 9 a.m. - 4 p.m.

**Meeting Purpose:** Finalize Standards and Start Defining Elements

**Panel Members:** Brad LaCroix, Brian Redmond, Christina Mills, **Clint Traver**, **Dirk Andrews**, Dustin Hunt, Glen Suppes, Holly Vorhees-Carmical, Jean Chrostoski, **Jeff Brewster**, Joel Dvorak, Julie Shanley, Liesl Sisson, Linda Wolfskill, **Marie Puryear**, **Michelle Rooks**, Nicole Bolton, **Robyn Heth**, **Teresa Chaulk**, Teresa Ross, **Tom Sasche**, Tracy Ragland, Verba Echols, Wanda Maloney

**WDE:** **Laurel Ballard**, Shelley Hamel, Megan Degenfelder, **Robin Grandpre**, Mark Bowers

**REL:** **Josh Stewart**, Ceri Dean, **Mckenzie Haines**, **Jeanette Joyce**

**FLP:** Amy Starzynski, **Aunnie Johnson**

**NCCC:** Susan Lopez

**Facilitator:** Joe Simpson

\*Names in blue attended virtually

**Homework - [Reflection Worksheet](#) and [Doodle Poll](#)**

Time	Lead	Agenda Item
8:30 - 9 a.m.	Joe	Welcome, Introductions, Ground Rules  Share out of homework
9 - 9:45 a.m.	REL/NCCC	Review of Chapter 29 Requirements and the Status ( <a href="#">Handout B</a> ) <ul style="list-style-type: none"> <li>- Task list</li> <li>- Overview of Components</li> </ul>
9:45 - 11:30 a.m.	REL	Standards <ul style="list-style-type: none"> <li>- Standards - First Draft (<a href="#">Handout D</a> and <a href="#">Handout C</a>)</li> <li>- Elements</li> </ul>
11:30 - 12:45	On your own	Lunch

12:45 - 2:30 p.m.		Standards Continued - <a href="#">Handout E</a>
2:30 - 3 p.m.	Joe	<p>Communication</p> <ul style="list-style-type: none"> <li>- How are we going to communicate this information and who will be responsible.</li> </ul> <p>Next steps</p> <ul style="list-style-type: none"> <li>- Refine standards language, define measures and indicators</li> </ul> <p>Homework</p> <ul style="list-style-type: none"> <li>- Meet with partner and provide feedback on standards in the next two weeks. Send feedback to Robin.</li> </ul> <p>Closing</p> <ul style="list-style-type: none"> <li>- +/-</li> <li>- Next Meeting - TBD based on Doodle Poll</li> </ul>

## Notes:

[Meeting Slides](#)

## Parking Lot

- Weighing/priorities of standards
- Guidance Docs
- District refinements
- Documents for meetings across the state (FAQs, powerpoints, Google Forms etc.)
- Regional Superintendents' Meeting (get on agenda)

## Welcome

### Reflection Sheet

- What helped was looking at the other states work and seeing if we can make that work instead of recreating the wheel.

- We want to make sure that this instrument has value and helps improve educators instead of just fulfilling the legislative requirements.
- Try to keep this streamlined and simple
- Districts are saying that it can be difficult to use the tool for evaluation and for improvement plans.
- Make sure there is consistency across the state.

### **Review of Practical [Guide to Designing Comprehensive Teacher Evaluation Systems](#)**

- Evaluation System Goals
- Stakeholder Engagement and Communication
- Selecting Measures
- Structure of the Evaluation System
- Training Evaluators
- Data Integrity
- Using Teacher Evaluation Results
- Evaluating the System

## **Communication**

### **How do you communicate this work to districts?**

- We have to create buy-in from teachers in order for them to be supportive and not feel like we have to “sell” the system.
- We have to show the benefits for educators and the benefit of professional development that goes along with it to help show the value.
- Teachers want consistency and this tool can help with providing consistency across the state
- We need to share this information early and often so that we can get feedback.
- We can put this on the regional superintendent meeting.
- It will be important to have common talking points. Also some maybe common feedback questions.
- Communicate that this is coming from Chapter 29
  - Describe the differences between Chapter 29 Leader and Educator systems.
  - Also describe how the two systems align

### **Assessments - which to use?**

- WY-TOPP isn't available until the next year
- How do we account for Special Ed or Alternative School students?

## Standards

### Overview of the Teacher Evaluation Standards

- Leader and Teachers are different. However, the modifications that we made helps with that.
- Do we need six or could we fit them into five standards?
- Is there really a difference between learning environment and classroom management?
  - We may have to define this out a bit to clarify the differences.
- The group voted to move forward with these standards.

Standards Indicators (Handout C and Handout D)

## Closing

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- Agenda worked
- Felt like we moved forward
- More traction with large group